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ABSTRACT

A bibliography of 1,070 publications and court cases affecting labor relations and college faculty, as well as the health professions, is presented with a focus on calendar year 1984. The faculty section covers: academic freedom, accountability, administration, affirmative action, arbitration and mediation, collective bargaining, community colleges, comparable worth, contracts, department heads, discipline and dismissal, discrimination, due process, elections, evaluation, excellence, faculty attitudes, faculty organizations, fiscal issues, fringe benefits, governance, grievance procedures, legal issues, legislation, academic librarians, National Labor Relations Board (NLRB), part-timers, personnel administration, quality of worklife, retirement, retrenchment, salaries, students, tenure, women faculty, workload, and the Yeshiva University case. The bibliography for related professions covers the health care institutions and administration, dental/medical school faculty, nurses, and physicians. Also covered are state and federal court cases, U.S. Supreme Court decisions, and NLRB decisions. Directories, bibliographies, periodicals, resources, and information sources are listed. Indices of subject author, and court cases and administrative orders are included, along with a list of acronyms and abbreviations. (SW)

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INTRODUCTION

Each year as we prepare the Bibliography, we take note of which subject headings have received the greatest area of emphasis and concentration in academic collective bargaining. We do this by tabulating the number of entries under each classification and using this standard as a measure, we observed that in the time period covered by this bibliography we in academe have become more litigious and concerned with excellence in education, comparable worth and pay equity. We further observed that a category that heretofore did not exist in previous bibliographies, "excellence in education," proved to be one of the largest in this year's edition. This suggests that the reform and excellence movement in education has caught the attention of those who write and publish in our field. The fact that these topics have generated the most growth and research in terms of new entries in our Bibliography is not surprising to us for it is these same subjects that have gained the attention and interest of the research community in the general field of labor relations and collective bargaining. Thus, while we in academic collective bargaining view ourselves as unique, in actuality, we mirror the broader segment of unionized employment relationships that extend beyond the university.

This Bibliography is a complete accounting of the current state-of-the-art research and writings in collective bargaining in higher education and the professions. The research design and methodology used in the preparation of this volume relied primarily on computer and manual retrieval systems from the various data banks associated with collective bargaining. Additionally, fugitive documents were surveyed in order to make the listing as complete as possible. We have included in this volume citations from the following sources; books, chapters, monographs, dissertations, journals, periodicals, speeches, unpublished reports, newspaper articles and judicial and administrative decisions.

This book is part of the annual publication series of the National Center, an impartial, nonprofit institution serving as a clearinghouse and forum for those enagaged in collective bargaining and arbitration in higher education and the professions. The Center is one of five research centers at Baruch College of the City University of New York. In addition to the Bibliography, the Center's publications include directories, conference proceedings, newsletters and monographs.

The publication of this Bibliograpy was a project which involved the entire staff of the Center. Each one of us had a specific role that proved to be an integral part of the entire project. The primary data retrieval was done by Susan Campbell, a research assistant at the Center. She was ably assisted by Elisabeth Kotch, another researcher with the Center. Professor Ida Lowe of the Baruch College library provided us with computer retrieval assistance. Evan Mitchell, the long-time Administrative Coordinator of the Center since its founding, played a major role in the overall supervision and direction of this project. Mrs. Mitchell recently left the Center to accept another position at Baruch College and we wish her well. When all is said and done, the person who made the final project a success and who coordinated the various loose ends into this volume was Ruby Hill, the Center's Secretary. Mrs. Hill also had the complete responsibility of preparing the manuscript. To her, we are most appreciative.

Although every effort has been made to ensure the accuracy of this publication, the Center apologizes for any errors or omissions. We welcome your suggestions for future editions and hope that this Bibliography will be of assistance to you in your various research projects.

Joel M. Douglas
Director

PART I

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PART III

COURT CASES AND ADMINISTRATIVE ORDERS

The court cases cited are a compilation of what we believe to be the more significant decisions adjudicated by the state and federal courts during 1984 in the area of higher education employment relationships. Additionally, we have included decisions that impacted either on "The Professions" or are of a general labor relations concern. In several instances, our sources did not include a complete case citation; for those, we assumed the proper citation to be the name of the plaintiff followed by that of the defendant. Thus, if the fact pattern described a situation whereby a professor was claiming discrimination by the university, we used the name of the individual followed by that of the school in question (i.e. Jones v. State University). Numerical designations and citations were included as available. The information is correct to the best of our knowledge. We apologize for any errors or omissions.

COURT CASES AND ADMINISTRATIVE ORDERS - STATES

COURT CASES - CALIFORNIA

933 Boris v. U.S.F.L.. A U. S. Dist. Ct. held that the U.S.F.L. League's ban on the hiring of college underclassmen violates federal anti-trust policy. Boris, a former player at the University of Arizona, asked the U.S.F.L. for a tryout with the Arizona Wranglers. He left the university in 1982 and would not have been eligible to play until 1985. Case has direct impact on proposed anti-trust legislation being considered for professional football.

934 California Teachers Assoc. v. Cory (3 Civil 23229). Cal. State Court of Appeals ruled that Governor Deukmejian was breaking contract with Cal. Teachers' Retirement Fund by reducing state appropriations. In the 1983 to 1984 fiscal year, the governor ordered that a contribution of one dollar be made to the fund.

935 Casavantes v. Cal. State University at Sacramento (34 EPD #34, 384). The 9th U. S. Circuit Court of Appeals dismissed denial of tenure case for lack of jurisdiction. Professor Casavantes had filed suit claiming a wrongful tenure denial on the basis of race and national origin.

936 Kaplan v. "Newsweek on Campus". U. S. District Judge held that Professor Kaplan was not liabled when in an article entitled "Newsweek on Campus" one of his courses was described as "the easiest five credits a Stanford student can earn."

937 Peterson v. San Francisco City College. The California Supreme Court reversed two lower court rulings which had dismissed a suit brought by a student who had been attacked and injured on a certain part of the campus. Student maintained that the college failed to warn students of previous assaults in the same location. Case remanded to Superior Court for damages.

938 Redwoods Community College District v. PERB (#AO 21998). California Supreme Court held that community college employee required to "participate in formal investigatory non-disciplinary interview" concerning work performance pursuant to terms of California Educational Employment Relations Act. Employee entitled to union representation even though non-disciplinary elements are involved.

939 Ruggles v. California Polytechnic at San Luis Obispo. Jo Anne Ruggles, a former part-time art lecturer at California Polytechnic at San Luis Obispo was denied a fulltime tenure-track position after she had filed a sex discrimination complaint with United States Department of Labor. U. S. District Court held that the University unlawfully retaliated against her and awarded her $100,000.00. The U. S. Department of Labor had previously found that Ruggles had been discriminated against in hiring, promotion, and compensation.

940 San Mateo City School District v. PERB (#SF 24401). California Supreme Court held that PERB properly interpreted California Educational Employment Relations Act which provided that "nothing contained herein shall be deemed to supersede other provisions of Education Code...that establish and regulate tenure or merit or civil service system or which provide for other methods of administering employer-employee relations."

941 Sullivan v. Sullivan. The California Supreme Court held that a woman who supported her husband through medical school can rightfully recover half of those costs plus interest after the marriage dissolved. The unanswered question is whether a spouse can be awarded a share of future income.

942 University of San Francisco Faculty Association v. University of San Francisco (#A 017092). California Supreme Court held that state appellate court is not precluded from reviewing trial court's ruling that overturned arbitrator's award. Union failed to request findings of fact and conclusions of law after trial court issued notice of intended decision to modify arbitrator's award.

COURT CASES - COLORADO

943 Institute for Professional Development v. Regis College. U. S. District Judge held that Regis College was liable for a contract to establish an adult education program with the Institute for Professional Development. The college cancelled the contract for reasons which the court found to be "specious." College ordered to pay 1.3 million dollars for breach of contract.

944 Kreith v. University of Colorado at Boulder. Colorado Court of Appeals held that university administrator who elected early retirement in lieu of returning to teaching could not now change his mind and ask for a continuation of leave status. University had already accepted Kreith's offer to retire before he withdrew it. Therefore, the decision must stand.

945 Loretto Heights College v. NLRB (83-2332). Faculty found to possess minimal mangement control and therefore, entitled to bargain under the protection of NLRA. The 10th United States Circuit Court of Appeals upheld 1981 decision of NLRB Administrative Law Judge who had previously held that union was a labor organization entitled to the protection of the Act. (See NLRB v. Yeshiva University).

946 Ukeroi v. University of Colorado. Colorado Supreme Court held that University of Colorado does not come under the state's Open Records Act and, as such, was not required to give Ukeroi, a former faculty member, access to the records he sought in an attempt to prove that his contract was not renewed because of his race. Ukeroi, a native of India, had filed a $55 million discrimination suit.

COURT CASES - DISTRICT OF COLUMBIA

947 AIAW v. NCAA (83-1342). Association of Intercollegiate Athletics for Women, AIAW, claimed that the NCAA unlawfully monopolized women's intercollegiate sports when it decided to remove sex classification distinctions. AIAW went out existence in the last two years and filed a claim in the District of Columbia, U. S. Court of Appeals. Court held that NCAA did not violate anti-trust laws by moving into women's sports.

COURT CASES - FLORIDA

948 Hillsborough Community College v. Julius Newton. College sought return of sabbatical leave payments made to Newton, a member of the faculty at HCC, who had applied for sabbatical leave to visit various Pacific islands. Newton instead worked for the Dade County Public School System. In an out of court settlement, Newton agreed to make restitution in the amount of $7,200.00.

949 Holmes v. Hillsborough Community College. Barbara Holmes, the interim president at HCC, filed a discrimination complaint when she was not offered the presidency. In an out-of-court settlement, Holmes, a black female, agreed to drop the case in exchange for a six-months leave of absence with pay.

950 Lavender v. University of Miami. U. S. District Court held there was no basis for the charge filed by Professor Lavender against the University of Miami claiming that he was denied tenure because he is Jewish.

COURT CASES - GEORGIA

951 Ballard v. Blout (84-348). Ballard, a professor at Georgia State University, charged that his constitutional rights were violated when the university cancelled a program he had developed and awarded him a minimal salary increase as a means of retaliating against him. The 11th United States Court of Appeals held that Professor Ballard's complaints were not about matters of public concern and, as such, were not protected by the First Amendment.

COURT CASES - IDAHO

952 Curtis v. University of Idaho. Idaho Supreme Court rejected claim by Curtis, an ex-wife of a faculty member, who argued she was entitled to unemployment compensation after her divorce. Claim had previously been rejected by Idaho Department of Employment and State Industrial Commission.

953 Druss v. Idaho State University. U. S. District Court dismissed, with prejudice, lawsuit filed by Mark Druss against Idaho State University charging that his constitutional rights had been violated when he was denied tenure.

954 Pace v. University of Idaho. U. S. District Court held that the University of Idaho had wrongfully dismissed Professor Pace in 1981 and ordered a new trial to be held to compute damages. Pace had been terminated on the grounds of financial exigency.

COURT CASES - ILLINOIS

955 Board of Education of Arbor Park School District, No. 145, Cook County v. Ballweber et al (#56758). Illinois Supreme Court held that despite claim by teachers' union that at the time it signed tentative contract prepared by employer that said document "did not reflect true and complete understanding between parties on three points and that document was being signed under duress." Document constituted a valid collective bargaining agreement.

956 Ende v. Board of Regents (32 EPD, #33, 932). U. S. District Court held that although a voluntary affirmative action plan was flawed, it was not incumbent upon the university to choose the best of all compensation schemes to alleviate a reverse discrimination claim by male university professors who complainted about pay disparities. The plan was reasonable and as such "remedied past discrimination against female professors."

COURT CASES - INDIANA

957 Ft. Wayne Ed. Assoc., Inc. v. Goetz et al (#4-1281 A218). Indiana Court of Appeals held that agency shop provision does not violate non-union members' freedom of association under the First Amendment of the U. S. Constitution.

958 Korf v. Ball State University (83-1625). The 7th United States Circuit Court of Appeals held that the university was correct in the discharge of Professor Korf, a male music teacher, who allegedly made unwelcome sexual advances and offers of good grades in return for sex to six male students.

COURT CASES - IOWA

959 Saydel Education Assn. v. PERB (#68099). Iowa Public Employment Relations Act mandates school district proposal to bargain certain criteria, other than seniority, as a means of implementing transfers and/or staff reduction. Skill, experience and ability can be negotiated criteria according to ruling of Iowa Supreme Court.

COURT CASES - KANSAS

960 Mahaffey v. Kansas State University. Kansas State University fired Professor Mahaffey, a tenured menber of the faculty. Mahaffey had been suspended from his teaching duties for allegedly not being able to "get along with his superiors," intimidating students and making sexist remarks. A university panel of tenured professors recommended that Mahaffey not be dismissed. In an out-of-court settlement, Mahaffey resigned his position and received in excess of $100,000.00.

961 NEA-Wichita v. United Sch. Dist. 257 (#55721). School district's claim that they have unilateral right to alter working conditions pursuant to management rights clause and closure clause found violative of collective bargaining agreement.

COURT CASES - KENTUCKY

962 Lorhke and Graham v. University of Louisville. The university cancelled football scholarships without a hearing, for two athletes who had quit the team for personal reasons. A later hearing upheld the university's decision even though NCAA rules mandate that scholarships cannot be terminated before the end of a semester. State Court held that players were entitled to retain scholarships through the end of the semester.

COURT CASES - LOUISIANA

963 Berry v. Board of Supervisors of LSU (32 EPD, #33, 828). The 5th United States Circuit Court of Appeals held that "a claim of sex discrimination in workload assignments is not covered by the equal pay law. But, when the extra load prevents outside work that earns extra compensation, a valid claim is made for unequal pay for equal work."

964 Naragon v. Wharton. The 5th United States Circuit Court of Appeals refused to discuss the constitutional issues raised in the lower court case, however, agreed that the trial court had properly ruled that the relationship between instructor and student was the prime motivating factor in the decision by LSU not to reassign teaching duties to a graduate student. Graduate student involved in homosexual relationship with another student whose parents objected and petitioned the university for intervention. The graduate student was not reassigned teaching duties but did keep her assistantship.

965 Williams v. City of New Orleans (82-3435). The 5th United States Circuit Court of Appeals held that a lower court decree which had required equal numbers of promotions for black and white police officers regardless of merit was unnecessary. Court further voted to reject contention of United States Department of Justice that racial quotas can only be used to benefit the actual victims of discrimination.

966 Ysleta Teachers v. School District (#82-1653). The 5th United States Circuit Court of Appeals held that "school district is bound in its operations of interschool mail system by same standards under the First Amendment to the U. S. Constitution as applied to traditional public forum." Regulation that employee organization submit materials to school superintendent for prior clearance is unconstitutionally vague.

COURT CASES - MAINE

967 Matthews v. University of Maine. A federal magistrate ordered the United States Army to reinstate Diane Matthews to the Reserve Officer Training Corps at the University of Maine even though she had told her superior officer that she was a lesbian.

968 Perez v. State of Maine. Federal District Court held that Perez had waived his rights to sue his employer, the state of Maine, after he had accepted $20,000.00 in settlement of a discrimination claim based on national origin.

COURT CASES - MARYLAND

969 District 1199E, R. W. D. S. U. v. The John Hopkins Hospital (#89). The Maryland Court of Appeals held that non-profit hospitals are not excluded from the state's Ani-Injunction Act. Claim by hospital that they are not an industry and as such cannot be involved in "labor disputes within the meaning of the Act" was rejected.

970 Kutzik v. Young (82-1264). The 4th United States Circuit Court of Appeals held that Professor Kutzik had no right to contest his firing from the University of Maryland in federal court while his lawsuit for breach of contract was still pending in state court.

COURT CASES - MASSACHUSETTS

971 Alexander v. Trustees of Boston University (Civil Action 83-986-K). A federal district court judge held that the regulations set forth by the Department of Education to implement the law barring student financial aid to those male students not registered for the draft to be arbitrary and capricious. Three theology students at BU were denied federal student financial aid due to their reluctance to sign a compliance form stating that they had registered for the draft.

972 Boston University v. AAUP (#84-1377, #84-1401). The 1st United States Circuit Court of Appeals confirmed an arbitrator's award which had ordered Boston University to pay retroactive pay increases to three members of the faculty. In upholding the ruling of the federal district court, the court stated that the university's suit had been "frivolous" and that the arbitrator did not exceed exceed his authority.

973 EEOC and Herrmann v. Boston University (79-720-K). United States District Court held that Boston University's decision to deny tenure to a female professor was based on institutional needs and not on her gender or ability. Enrollments were declining in Professor Herrmann's area and the use of the institutional need criterion was valid.

974 Kumar v. University of Massachusetts. A federal district court ordered U. Mass. to award tenure, two promotions, back pay, benefits and legal expenses to Professor Kumar. In 1983, the court had held that the university had discriminated against Kumar and had replaced favorable information in his personnel file with unfavorable information.

975 Local 66 v. School Committee of Boston. Massachusetts Supreme Judicial Court held that even though city refused to appropriate funds for second and third year of collective bargaining contract, the contract was enforceable since the city approved the entire contract by appropriating funds necessary for the first year of the contract.

COURT CASES - MICHIGAN

976 Crook v. Baker (80-73347). United States District Court Judge held that Crook had been denied due process when the University of Michigan revoked his Master's degree for allegedly fabricating data for his thesis.

977 Ewing v. Board of Regents (83-1333). The 6th United States Circuit Court of Appeals held that Ewing, a medical student who had failed a portion of the National Board of Medical Examiner's examination, and who had been dismissed from medical school had a constitutional right to retake the exam.

978 Marsh v. Board of Education of the City of Flint, Michigan (USDC EMICH, 1984 34 FEP-1249). The District Court held that the Constitution has been interpreted to allow for racial entitlement and therefore, a white employee demoted because of a school district's affirmative action plan is not entitled to relief.

979 Simmons v. Wayne County Community College. The 6th United States Circuit Court of Appeals upheld a lower court ruling that a community college president is entitled to the protection of the "policy maker" exemptions to the Age Discrimination in Employment Act.

COURT CASES - MINNESOTA

980 Craik v. St. Cloud State and the State University System of Minnesota. The 8th United States Circuit Court of Appeals found that the salary and promotion policies at St. Cloud State discriminated against female faculty members. The university had violated its own affirmative action plan when it discriminated against Professor Mary Craik's application to become department chairman. Ruling reversed a 1982 federal district court's finding against Craik.

981 DeBau-Melting v. University of Minnesota. A federal district court reversed granting of unconditional tenure by special master appointed by U. S. District Court to DeBau-Melting, a librarian at the University of Minnesota. DeBau-Melting claimed that she had been induced to trade a secure, civil service line for a tenure-track faculty status by the administration of the library who then reneged on a promise.

982 Hong v. TIAA/CREF. The 8th United States Circuit Court of Appeals held that when a professor elects to receive his retirement benefits under one of TIAA/CREF's annuity plans, he forfeited all rights to a lump sum, cash payment.

983 Stanley v. Magrath (83-1058). A refundable, optional, student fee imposed on students at the University of Minnesota in 1980 was held to be unconstitutional by the 8th United States Circuit Court of Appeals. Fee was allegedly established in retaliation for a controversial student newspaper issue. Four student editors sued claiming that the fee was an unconstitutional action by the Board of Regents to cut the financial allocation to the paper. University subsequently entered into the settlement in which the university agreed to pay all legal fees and make the student newspaper activity fee mandatory.

984 University of Minnesota v. Continental Casualty of Chicago and Lloyds of London. In an out-of-court settlement, Continental Casualty of Chicago and Lloyds of London have agreed to pay $3 million towards a sex-biased claim against the university. The university had paid nearly twice that amount but has agreed not to seek any further reimbursement.

COURT CASES - MISSISSIPPI

985 Laird v. Board of Trustees (82-4485). The 5th United States Circuit Court of Appeals held that the practice at Mississippi State University at Starkville which permitted doctors employed at the student health clinic to use campus facilities for part-time private practice was constitutional. The university was found not to be discriminating against other local doctors who were denied the same use since this practice was another method of compensating MSU employees.

COURT CASES - MISSOURI

986 Fishel v. Northeast Missouri State. County court awarded $8,600.00 to Fischel, a former football player at NEMSU, after university revoked contract for athletic scholarship. Court estimated damages at the equivalent of one year's scholarship.

COURT CASES - MONTANA

987 "Missoulian" v. University of Montana. Montana Supreme Court upheld a lower court ruling that The Missoulian, the daily newspaper in Missoula, Montana, the home of the University of Montana, is not entitled to attend State Board of Regent's meetings during which time state college presidents are evaluated. Court held that the presidents' right to privacy outweighed the public's interest in attending the sessions.

COURT CASES - NEBRASKA

988 Briseno v. Central Technical Community College(83-2656). The 8th United States Circuit Court of Appeals affirmed trial court's decision that Briseno, a part-time instructor in construction technology, was discriminated against when he was not selected for a fulltime faculty position in 1979. While the CCA ordered reinstatement with back pay, they disagreed with the lower court which had also granted tenure status."

COURT CASES - NEVADA

989 Adams v. University of Nevada at Las Vegas. United States District Court Judge issued a preliminary injunction barring the university from discharging Adams, the university dean, until a trial could be held. Adams had been given a terminal contract after making negative statements concerning changes in the university code.

990 NCAA v. Tarkanian. Decision of the NCAA to place the basketball program at the University of Nevada at Las Vegas on a two-year probation and to suspend Coach Tarkanian for that time period, was challenged with respect to the violation of Tarkanian's due process rights. A federal district judge that the NCAA had violated Tarkanian's rights when it relied simply on the words of their investigators in concluding that Tarkanian was guilty of recruiting violations.

COURT CASES - NEW HAMPSHIRE

991 McDonough v. Keene State College. Claim by McDonough, a professor of economics, that he was fired because of his political views, was rejected in jury trial. College asserted that McDonough was guilty of unprofessional conduct in using his classes for political propaganda.

COURT CASES - NEW JERSEY

992 Denburg v. ETS (A-6216-82T5). Appellate Division of New Jersey Supreme Court held that the Educational Testing Service had acted properly and had not denied due process to four students when they cancelled their SAT test scores. ETS had claimed that, based on the laws of probability, the four students could not have reached the same incorrect answers.

993 Galda v. Rutgers (79-2811). Court held that Rutgers University did not violate the constitutional rights of students by imposing a mandatory student activities fund to support the Public Interest Research Group, a consumer oriented organization. No violation found of First Amendment rights.

994 Vulcan Pioneers, Inc. v. New Jersey Department of Civil Service (USDC NJ 1984, 34 FEP No.: #1239). Court held that proportion of minority employees as a percentage of work force cannot be reduced even if it requires laying off of white workers with more seniority.

COURT CASES - NEW YORK

995 Berry v. United University Professions. New York State PERB held that union was responsible for depositing all agency shop fees into an interest-bearing escrow account until it can be determined what percentage of the dues is used for collective bargaining purposes. Professor Berry had complained that his agency fee payments were being used by the UUP to advance their own partisan purposes.

996 In the matter of Brajuha. Federal district court held that graduate student scholars are entitled to the same protection as journalists in keeping their research notes confidential. Brajuha, a graduate student at Stony Brook, had maintained a journal in conjunction with his research for his doctoral dissertation. A grand jury had subpoenaed that journal when investigating a suspicious fire.

997 Melani v. Board of Higher Education of the City of New York (17 FEP 1618, S.D. N.Y. 1976). Consent decree entered into in which Melani and others of her class were awarded a total of $7.5 million as a result of successful sex discrimination in employment lawsuit against CUNY.

998 Student Association of SUNY v. Albany County Board of Elections. U. S. District Court struck down county law which barred temporary residents from registering to vote. Court held that students must be allowed to vote as long as they have lived in their college community for at least thirty days. To require students to vote from their parent's communities seriously abridges one's right to vote.

999 Moresco v. Clark (Civ. 45523). Appellate Division of State Supreme Court reversed lower court ruling which had ordered reinstatement of college student who was suspended for plagiarism and cheating. Appellate Court held that public universities cannot be expected to implement formal criminal justice procedures in student discipline cases.

COURT CASES - NEW YORK (cont'd.)

1000 Zahorik v. Cornell University (83-7450). The 2nd United States Circuit Court of Appeals upheld Cornell University in finding that certain women faculty members were not discriminated against in tenure and promotion decisions.

1001 Weissman v. Commissioner of Internal Revenue (84-4031). United States Circuit Court of Appeals held that professor of philosophy is entitled to deduct costs related to the expense of maintaining an office at home. Court reversed United States Tax Court decision and found that as long as the office was "exclusively used on a regular basis" and as "his principal place of business" and was maintained "for the convenience of the employer" in the absence of sufficient office space at the university, the deduction would be allowed.

COURT CASES - NORTH CAROLINA

1002 First American Federal Savings and Loan Association v. Student Loan Marketing Association (84-1014 - Civ.-5). SLMA ordered to relinquish ownership in Sunbelt Savings and Loan Association, a bank they had bought to serve as the headquarters for a graduate student loan program. United Sttes Senate Bill S.2851 and House Bill H.5916 would bar SLMA from future bank purchases.

COURT CASES - OHIO

1003 McHugh v. Kenyon College. Federal Appeals Court upheld lower court's judgment in the amount of $118,000 to McHugh, a former football coach at Kenyon, who had maintained he was promised tenure on hiring and was subsequently dismissed.

1004 Struthers City Bd. of Ed. v. Ed. Assn.. The Ohio Supreme Court held that "fair dismissal procedures in union's collective bargaining contract with School Board are enforceable, where procedures do not directly conflict with Ohio's statute." Procedures and policies are found in rules and regulations of the state and other municipalities.

1005 Waliga v. Board of Trustees (Civil-1444). The Trustees of Kent State University were barred from revoking two college degrees granted in 1966 and 1967. The university claimed that the students' records contained numerous errors and thus, they were not entitled to the degrees. The students argued that Kent State had completed a contract with the students and that the Ohio statute of limitations barred this action.

COURT CASES - PENNSYLVANIA

1006 Johnson v. Edinboro State College (83-5078). The 3rd United States Circuit Court of Appeals upheld the position of the college when they refused to issue transcripts to students who were delinquent in repayment of student loans. The court overruled both the bankruptcy court and the federal district judge who had ordered that the school must release transcripts to students who had filed for bankruptcy.

COURT CASES - RHODE ISLAND

1007 Winkes v. Brown University (32 EPD #33,921). The 1st United States Circuit Court of Appeals approved the action of Brown University when they matched a substantial salary increase made to a female faculty member from another university. Brown had claimed that their policy of matching job offers did not violate the Equal Pay Act. Court reversed the holding of Rhode Island District Court which originally had found that the university had violated the Equal Pay Act. University pledged to work toward elimination of discrimination and to increase the hiring and promotion of female faculty.

COURT CASES - TENNESSEE

1008 Ford v. Nicks (83-5330). The Sixth United States Circuit Court of Appeals reinstated Professor Ford to his position at Middle Tennessee State University with back pay and tenure. Ford had allegedly been discharged for assisting his wife in contesting her discharge from MTSU after she had lodged an EEOC complaint. The university strenuously objected to the awarding of tenure, however, the court held that Professor Ford "must be reinstated to the position he would have been in but for illegal discrimination by MTSU." Tennessee state law, until 1976, had automatically awarded tenure to probationary faculty members in their sixth year of employment.

1009 Langland v. Vanderbilt University. U. S. District Court found that female professors who applied for tenure were not being held to more stingent standards than those applied to male professors. University was found not guilty of sex discrimination.

COURT CASES - TEXAS

1010 Abrahams v. Baylor College of Medicine (H-81-1433). Baylor College ordered to pay $405,000 in missed pay to two physicians of the Jewish faith who were denied the opportunity to participate in a cardiovascular surgery program in Saudi Arabia. Federal District Court stated that college officials were "utterly indifferent to the clearly discriminatory effects which the exclusionary practices imposed."

1011 Gay Students Services v. Texas A & M (82-2366). The Fifth United States Circuit Court of Appeals ordered Texas A & M to grant official recognition to an organization for homosexual students. University had barred recognition, administrative support and access to student facilities to GSS stating that recognition would encourage homosexual activity and cause both psychological and physiological problems among students.

1012 Sethi v. University of Texas at Dallas. Federal District Court held that university did not discriminate against a professor of Indian origin when they awarded larger salary increases to white faculty. Professor Sethi was given the highest salary ever offered by the School of Management when he was first hired by the university.

1013 University of Texas at El Paso v. Duke. United States Fifth Circuit Court of Appeals held that class action suit was appropriate in this case involving sex bias.

1014 U. S. v. Baylor University Medical Center (83-1398). United States Fifth Circuit Court of Appeals held that Medical Center must open its records to federal officials or lose Medicaid and Medicare funds. The university had contended that it was exempt from federal handicap anti-discrimination laws because Medicaid and Medicare are payments made to individuals and not to the university.

COURT CASES - WASHINGTON

1015 Spaulding v. University of Washington (84-515). United States Ninth Circuit Court of Appeals dismissed claim by Nursing School faculty that they were intentionally paid less than male faculty for comparable work. Court dismissed sex bias discrimination claim stating that women failed to prove that unequal pay is most likely born of intentional bias or that the salaries "had a disparate impact" on the women as protected under Title VII of the Civil Rights Act.

1016 Witters v. State of Washington (49673-1). The Supreme Court of the State of Washington upheld lower court ruling that granting financial aid to a blind student to attend Bible College conflicted with the State Constitution's ban on aid to religion. Witters had claimed that the assistance was due him pursuant to the State Vocational Assistance Program for Handicapped Individuals.

COURT CASES - WEST VIRGINIA

1017 American Hospital Association v. Hansbarger (#84-0144-C(K)). State court denied claim by AHA that they are entitled to declaratory judgment pertaining to WVA Act requiring consumer representatives to be on boards of directors of hospitals. AHA argued that Act is unconstitutional and constitutes interference with collective bargaining rights between hospital and employees. Furthermore, AHA argued that this area is preempted by federal labor law.

COURT CASES - WISCONSIN

1018 Arrowhead United Teachers Organization v. Wisconsin Employment Relations Commissions (81-1600). Wisconsin Supreme Court held that students who were working as intern teachers were not entitled to the protections of the Wisconsin labor relations statutes and membership in the teacher bargaining unit. The AUTO had claimed that school officials were hiring interns in lieu of regular teachers for financial reasons.

1019 Hathaway v. Joint School District #1, City of Green Bay (81-2298). The Green Bay Teachers Union sought the names and addresses of parents as part of a public relations campaign to win support in contract negotiations. The Wisconsin Supreme Court denied the claim by the school district that this information was confidential and found that such names are public record.

1020 Freedom From Religion Foundation v. University of Wisconsin. A state judge refused to issue an injunction sought by FFRF against the university. FFRF charged that the collection of data concerning students' religious preferences during college registration and then submitting the lists to the local religious organizations was violative of religious freedom. Students were not required to provide information.

UNITED STATES SUPREME COURT DECISIONS

1021 Arizona Western College District Governing Board v. Cooper (53 USLW 3003). The USSC refused to hear a challenge by the Arizona Western College Governing Board concerning the right of a group of professors to file suit for alleged due process violations in federal court after they were unsuccessful in state court. The 9th U. S. Circuit Court of Appeals held that such a right was permitted.

1022 Ballard v. Blout (53 USLW 3307). USSC refused to hear claim by Ballard, a faculty member at Georgia State University, who claimed he was denied fair salary increases due to his criticism of departmental policies. Ruling by 11th U. S. Circuit Court of Appeals stands.

UNITED STATES SUPREME COURT DECISIONS (cont'd.)

1023 Board of Education v. National Gay Task Force (53 USLW 3103). USSC refused to hear appeal from decision of 10th U. S. Circuit Court of Appeals which struck down prohibition on advocacy of homosexuality. The 1978 Oklahoma Law which had applied to local school boards permitted the boards to discipline teachers who engaged in public homosexual acts or advocated homosexuality. Appeals court had found that law abridges the right to free speech by teachers.

1024 Bratton v. City of Detroit (52 USLW 3388). USSC locked in ruling by 6th U. S. Circuit Court of Appeals which upheld City of Detroit's 1974 Police Department Affirmative Action Plan. Said plan requires that "blacks comprise half of all promotions to Lieutenants until half the Lieutenant Corp. is black."

1025 Burnett v. Grattan (52 USLW 3221). USSC allowed a three-year statute of limitations for filing administrative complaints instead of six-month timetable the state imposes for public workers. Administrators at Coppin State College, MD, had sued the institution over sex and race discrimination and were denied their claim on procedural grounds.

1026 Chin v. Board of Governors (53 USLW 3026). USSC refused to review case in which doctoral candidate was dismissed from a graduate program at Wayne State University for alleged academic failure.

1027 Cohen v. Presidents and Fellows of Harvard University (53 USLW 3070). USSC let stand the discharge of a Harvard professor who claimed he was fired after he reported charges of mishandling of federal funds by the university. Cohen had claimed institution had violated his First and Fifth Amendment Rights.

1028 Crowder v. Orr (53 USLW 3069). USSC refused to hear appeal by West Virginia Northern Community College in which Orr, a college librarian, had received the right to collect financial damages pursuant to a ruling by the West Virginia Supreme Court of Appeals. Orr's right to criticize college over safety and security issues protected by First Amendment.

1029 Ellis v. Brotherhood of Railway, Airlines and Steamship Clerks (82-1150). USSC unanimously held that monies collected by union under agency shop provisions can only be used for collective bargaining purposes. Tests and standards established for financial expenditures.

1030 El Paso v. Professional Association of College Educators (53 USLW 3251). College president not entitled to immunity as a "functional prosecutor" for the college in case against professor. USSC let stand decision of 5th U. S. Circuit Court of Appeals which found college president liable for violating First Amendment rights of professor.

UNITED STATES SUPREME COURT DECISIONS (cont'd.)

1031 FCC v. League of Women Voters (52 USLW 3560). Court ruled that federal ban against editorializing by public broadcasters dependent upon government funding was unconstitutional. The ban imposed a "substantial abridgment of important journalistic freedoms which the First Amendment protects." Ruling has direct impact on college and university run television and radio stations.

1032 Felton v. Commissioner of Internal of Revenue (83-1401). USSC let stand decision of 7th U. S. Circuit Court of Appeals which had disallowed claim by Professor Felton to deduct hotel and travel expenses to teach at a school 100 miles away from her home.

1033 Firefighters v. Stotts (52 USLW 3452). USSC reversed decision of 6th U. S. Circuit Court of Appeals and held that white firefighters, who possessed more seniority than black firefighters, cannot be displaced by minorities who are not proven victims of bias.

1034 Grove City College v. Bell (52 USLW 3433). USSC held that private college, which on principle, refuses to accept federal aid and sign Title IX compliance forms is not brought under Title IX regulations since its students receive federal Pell grants. Student aid only brings the financial aid office under Title IX, not the entire institution.

1035 Hillsdale College v. Department of Education (52 USLW 3107). USSC orders 6th U. S. Circuit Court of Appeals to reconsider ruling in this matter in light of Grove City. College philosophically opposed to receipt of state and federal aid.

1036 Hishon v. King and Spaulding (52 USLW 3357). Hishon had sued King and Spaulding for allegedly denying her a partnership in the law firm on the basis of her sex. USSC overturned 11th U. S. Circuit Court of Appeals which had held that Title VII of the 1964 Civil Rights Act was inapplicable to the selection of law partners.

1037 In the Matter of Richard Small (52 USLW 3424). R. Small, a graduate of Western State College of Law, sued the Nevada State Supreme Court after he was denied permission to practice law within the state. Nevada reserves admission to law school graduates to schools accredited by the American Bar Association. USSC refused to hear the case.

1038 Lengyel v. Kentucky Board of Regents (84-354). Supreme Court refused to hear claim from Professor at University of Northern Kentucky who had alleged university unfairly denied him tenure because of his criticism about university issues. Decision of 6th United States Circuit Court of Appeals upheld.

1039 Lewis v. University of Pittsburgh (53 USLW 3012). Lewis, a black female, was denied a certain position within the bookstore of the University of Pittsburgh. She claimed race discrimination, however, the 3rd United States Circuit Court of Appeals held that employee must prove he/she would have been selected for job had it not been for his/her race. USSC refused to hear the case.

1040 Linfield v. Board of Higher Education of the City of New York (83-5100). USSC refused to hear claim by Professor at Brooklyn College that he was the victim of reverse discrimination and that the institution's Affirmative Action Plan was discriminatory.

1041 Laredo Junior College v. Perez (52 USLW 3387). USSC refused to hear claim by college instructor that he was wrongfully denied pay increase after he had obtained a doctoral degree outside his teaching area. The college claimed that he had filed his suit after the statute of limitations had expired.

1042 McDonald v. West Branch (52 USLW 3649). USSC overturned ruling by 6th United States Circuit Court of Appeals which had held that police officer discharged pursuant to an arbitration hearing could not move his claim to federal court. USSC ruled that arbitration proceeding "could not provide an adequate substitute for a judicial trial."

1043 Meyerson v. Arizona State University (52 USLW 3439). USSC orders 9th United States Circuit Court of Appeals to reconsider its previous ruling in light of Consolidated Rail Corp. v. Darrone. CCA had previously held that handicapped professor at ASU was not protected under federal Anti-discrimination Law.

1044 Migra v. Warren City School District (52 USLW 3307). USSC ruled that Migra could not now bring claims in federal court that could have been raised in state court when she successfully won reinstatement because she had been fired without the employer's satisfying "notice" requirements. "Federal civil rights suits can be filed on the heels of state court cases only if state law would allow the challengers to raise the new issues in state courts.

1045 Minnesota State Board v. Knight (52 USLW 3363). USSC upholds constitutionality of Minnesota's Public Employment Labor Relations Act by ruling that faculty, who were not members of the exclusive bargaining agent, were not unconstitutionally barred from participation in "meet and confer" committees. USSC reversed district court ruling which had previously found a constitutional defect.

UNITED STATES SUPREME COURT DECISIONS (cont'd.)

1046 Moteles v. University of Pennsylvania (53 USLW 3070). USSC refused to hear claim by university security guard that she was illegally transferred to night shift. Plaintiff claimed violation of seniority rights and sex discrimination while the university argued that they needed a woman on the shift. Ruling by 3rd United States Circuit Court of Appeals that some job opening decisions may legally be based on sex as a bonafide occupational qualification.

1047 NCAA v. Board of Regents of the University of Oklahoma (83-271). USSC upheld the 10th United States Circuit Court of appeals which had found that the NCAA's negotiated television plan for football games violated federal anti-trust laws. Plan found to be anti-competitive and not responsive to consumer preference.

1048 NLRB v. Bildisco and Bildisco (82-818). USSC held that employers may cancel collective bargaining agreements when on the verge of bankruptcy. Court stated that if bankruptcy judge finds that the solvency of the firm is at stake then the collective bargaining agreement may be terminated.

1049 NLRB v. City Disposal Systems, Inc. (82-960). USSC reverses decision by 6th United States Circuit Court of Appeals which had denied a truck driver, who claimed he was unfairly fired for refusal to drive an unsafe vehicle, from filing a grievance.

1050 Richard I. v. Ambach (53 USLW 3032). USSC refused to hear claim by two New York State proprietary schools who had argued that it was unconstitutional for NYS to demand data on the racial makeup of their student bodies or give up their license to operate. NYS Ct. of Appeals had ruled that data requirements were valid.

1051 Selective Service v. Mpirg (52 USLW 3440). USSC upheld constitutionality of the Solomon Amendment which barred student aide to male students not registered for the selective service draft. Court held that law is "not meant to punish anyone, but to promote compliance with the draft registration requirement and fairness in the allocation of scarce federal resources."

1052 SONY Corp. v. Universal City Studios (52 USLW 3277). USSC reversed ruling by 9th United States Circuit Court of Appeals which had held that home video taping was an infringement of the copyright laws. The court stated that "any individual may reproduce a copyrighted work for a 'fair use'; the copyright owner does not possess the exclusive right to such a use." Education coalition had joined with SONY in arguing that limits on reproduction and recording could "impair educational programs and teaching."

1053 Spaulding v. University of Washington (82-3038, 84-515). USSC refused to hear claim by nursing faculty at the University of Washington who argued they were being paid less than other faculty for doing comparable work and therefore were victims of sex-based discrimination. The 9th United States Circuit Court of Appeals had found that the faculty had failed to prove that its members performed work that was "substantially equal" to male faculty in other schools of the university. Nursing faculty could not sue under Title VII of the Civil Rights Act unless they showed intentional discrimination in the wage difference.

1054 TIAA/CREF v. Spirt (53 USLW 3022). USSC allowed ruling of the 2nd United States Circuit Court of Appeals which had found that pension funds must pay out sex-neutral benefits to all claimants who retired on or after May 1, 1980 to stand. Case impacted on retroactivity claim only; the court previously finding in favor of unisex pension payments. (See LIU v. Spirt, 103 S. Ct. 3566).

1055 Trustees of the University of Pennsylvania v. Sansom Committee (84-232). USSC refused to review finding by 3rd United States Circuit Court of Appeals that had held that federal courts have jurisdiction to issue ruling in disputes between local business owners and neighboring universities.

1056 University of Arkansas Board v. Greer (52 USLW 3656). USSC refused to hear appeal from ruling by 8th United States Circuit Court of Appeals that an individual may intervene in an ongoing discrimination case without having to file a complaint with EEOC.

1057 University of New Mexico v. U. S. (53 USLW 3022). USSC let stand ruling by 10th United States Circuit Court of Appeals that federal government can sue U of NM on behalf of Pueblo Indian tribe who had claimed that university was illegally trespassing on Indian land.

1058 Velde v. National Black Police Association (52 USLW 3694). USSC let stand ruling by the District of Columbia United States Circuit Court of Appeals that "federal officials have a constitutional duty not to dispense federal funds to discriminatory recipients." Ruling makes governmental officials liable for damages if it can be established that federal funding is distributed so as to continue racial bias.

NLRB DECISIONS

1059 NLRB v. Berryfast, Inc. (CA9-83-7736). Board held that it was proper not to set aside representational election that union won by one-vote margin despite the fact that an employee on the voter eligibility list did not vote. Worker in question was out of work on a temporary leave of absence and did not come to polling place to vote after her husband was informed by management that she could not vote since her name did not appear on the voter eligibility list.

1060 Boston University v. AAUP (1-CA-11061). NLRB ruled that the Boston University Chapter of the AAUP is not a labor organization and therefore not entitled to bargain collectively under the protection of the NLRA. (See NLRB v. Yeshiva University).

1061 Bowling Green-Warren County Community Hospital Corp. v. American Nurses Association (No. 9-CA-17467, 268 NLRB No. 133). NLRB held that hospital whose registered nurses were seeking union representation violated the LMRA by their refusal to give wage increases that it had given to other employees to affected group.

1062 DeQueen General Hospital v. NLRB (82-2247). Discharge of nurse's aide for alleged dishonesty in fraudulent scheme was violative of LMRA when it was discovered real reason for discharge was aide's role in union activities.

1063 Loretto Heights v. NLRB (82-2332). The 10th United States Circuit Court of Appeals held that faculty members are not managerial employees within the meaning of the NLRA and thus are entitled to bargain collectively as a labor organization. College committed an unfair labor practice when it withdrew recognition from certified bargaining agent. Court upheld NLRB bargaining order. (See JD-Sf-159-81, 27 CA-6667).

1064 NLRB and NYS Nurses Association v. North Shore University Hospital (82-4127 82-4139). The 2nd United States Circuit Court of Appeals held that the existence of supervisors as members of the SNA does not automatically disqualify the group as the bargaining representative for non-supervisory unit members. Court found that "unless there is 'clear and present danger' or 'a conflict of interest'" that disqualification is inappropriate.

1065 Parsons School of Design v. Parsons Faculty Federation, NYSUT, AFT, AFL-CIO (2-RC-19396, 268 NLRB No. 154). NLRB approves bargaining unit limited to school's part-time faculty members as the appropriate bargaining unit. (See NLRB v. Yeshiva University).

1066 NLRB v. Polytechnic (29-UC-136). NLRB Regional Director held that faculty members are managerial employees and therefore not entitled to bargain under the protection of the NLRA. (See NLRB v. Yeshiva University).

NLRB DECISIONS (cont'd.)

1067 The President and Fellows of Harvard College v. UAW (1-RC-17904 269 NLRB 151). Board held that bargaining unit limited to employees of Harvard Medical School is too narrow of a community of interest to properly constitute appropriate bargaining unit. Unit must include all clerical and technical workers, not just those working in the medical area. (See NLRB v. UAW).

1068 NLRB v. Stationary Engineers Local 39 (83-7949). NLRB ruled that union must specify date as to when it intends to commence action respecting picket lines of another labor organization. Union had violated Sec. 8(g) of LMRA when it failed to give adequate notice to employer.

1069 Stephens College v. Teachers Local 3556, AFT, AFL-CIO (17-CA-9600(E), 268 NLRB 157). Attorneys' rates, when computing damages, to be set at $75.00 per hour as specified by EEOC, even though higher rates are reasonable when considering market factors. Employer's application for higher rates denied.

1070 Universidad Interamericana de Puerto Rico, Inc. v. Congreso de Uniones Industriales de Puerto Rico (24-CA-4706 268 NLRB 177). University violated NLRA by the interrogation of employees concerning their union activity. Threat of reprisals and discharge found violative of NLRA.

PART IV

INFORMATION GUIDES

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RESOURCES AND PERIODICALS

AAUP Bulletin, see Academe
AGB Reports (Assn. of Governing Boards of Universities and Colleges)
Abstracts of Health Care and Management Studies
Academe (American Assn. of Universisty Professors)
American Educator
American School and University
American Teacher (American Federation of Teachers)
Arbitration in the Schools (American Arbitration Association)
Arbitration Journal (American Arbitration Association)
BNA Labor Relations Reporter
Bibliographic Index
Book Review Digest
Business Periodicals Index
California Public Employee Relations
CAUT Bulletin (Canadian Association of University Teachers Bulletin)
Canadian Education Index
Change
Chronicle of Higher Education
College and University
College Law Digest (National Assn. of College & University Attorneys)
Community and Junior College Journal (American Assn. of Community & Jr. Colleges)
Community College Frontiers
Community College Review
Compact (Education Commission of the States), see State Education Leader
Cumulative Book Index
Current Index to Journals in Education (ERIC)
Dissertation Abstracts International
Education Administration Abstracts
Education Index
Educational Administration Quarterly
Educational Forum
Educational Record (American Council on Education)
Educators Negotiating Service
ERIC/Higher Education Research Currents
ERIC/Higher Education Research Reports
Government Employee Relations Report (Bureau of National Affairs)
Harvard Education Review
Higher Education
Higher Education and National Affairs (American Council on Education)
Higher Education Daily
Hospital Abstracts
Hospital Literature Index
Human Resources Abstracts
Index to Legal Periodicals

Industrial and Labor Relations Review
Industrial Relations
Industrial Relations Law Journal
International Labour Review
International Nursing Index
Journal of Collective Negotiations in the Public Sector
Journal of College and University Law (Nat'l Assn. of College & Univ. Attorneys)
Journal of College Student Personnel
Journal of Higher Education
Journal of Labor Research
Journal of Law and Education
Journal of the College and University Personnel Association
Labor Arbitration in Government (American Arbitration Association)
Labor Law Journal
Labor Relations Reporter (Bureau of National Affairs) - Decisions of the Courts, Decisions of the NLRB, Fair Employment Practice Cases, Labor Arbitration Reports
Liberal Education
Library Literature
Magazine Index
Management Literature in Brief
Monthly Labor Review
NEA Higher Education Advocate (formerly NEA Advocate)
NEA Today (formerly NEA Reporter)
NACUBO Business Officer (Nat'l Assn. of College & Univ. Business Officers)
National Association of Student Personnel Administration (NASPA) Journal
National Newspaper Index
On Campus with Women (Project on the Status and Education of Women)
PERB News (NY)
Personnel
Personnel Administrator
Personnel Literature
Personnel Management Abstracts
Phi Delta Kappan
Public Affairs Information Service (PAIS)
Public Personnel Management
Research in Higher Education
Resources in Education (ERIC)
Social Science Index
Sociology of Education
State Education Leader (formerly Compact)
Teacher's College Record
Today's Education (NEA)
Work Related Abstracts

USEFUL SOURCES OF INFORMATION

American Arbitration Association
140 West 51 Street
New York, New York 10020

American Association for Higher Education
One Dupont Circle, N.W., Suite 780
Washington, D. C. 20036

American Association of Community and Junior Colleges
One Dupont Circle, N.W., Suite 410
Washington, D. C. 20036

American Association of State Colleges and Universities
One Dupont Circle, N.W., Suite 700
Washington, D. C. 20036

American Association of University Professors
One Dupont Circle, N.W., Suite 500
Washington, D. C. 20036

American Council on Education
One Dupont Circle, N.W.
Washington, D. C. 20036

American Federation of Teachers
11 Dupont Circle, N.W., 5th Fl.
Washington, D. C. 20036

American Management Association
135 West 50 Street
New York, New York 10020

Association of American Universities
One Dupont Circle, N.W., Suite 730
Washington, D. C. 20036

Association of College and Research Libraries
American Library Association
50 East Huron Street, 3rd Fl.
Chicago, Illinois 60611

Association of Governing Boards of Universities and Colleges
One Dupont Circle, N.W., Suite 720
Washington, D. C. 20036

Association of Labor Relations Agencies
1215 Western Avenue
Albany, New York 12203

Bureau of National Affairs, Inc.
1231 - 25th Street, N.W.
Washington, D. C. 20037

Carnegie Commission on Higher Education
2150 Shattuck Avenue
Berkeley, California 94704

Center for the Study of Higher Education
Pennsylvania State University
University Park, Pennsylvania 16802

The Chronicle of Higher Education
1333 New Hampshire Avenue, N.W.
Suite 500
Washington, D. C. 20036

College and University Personnel Association
11 Dupont Circle, N.W.,Suite 120
Washington, D. C. 20036

Commerce Clearinghouse
4025 West Peterson Avenue
Chicago, Illinois 60646

Education Commission of the States
1860 Lincoln Street
Denver, Colorado 80203

ERIC Clearinghouse on Higher Education
The George Washington University
One Dupont Circle, N.W.,Suite 630
Washington, D. C. 20036

ERIC Clearinghouse for Junior Colleges
University of California
96 Powell Library Building
Los Angeles, California 90024

Faculty Unionism Project
Institute of Business and Economic Research
University of California
Berkeley, California 94720

Federal Mediation and Conciliation Service
U.S. Department of Labor Building
Third Street & Constitution Avenue
Washington, D. C. 20210

Industrial Relations Center
University of Hawaii
Honolulu, Hawaii 96822

Industrial Relations Research Association
Social Science Building
University of Wisconsin
Madison, Wisconsin 53706

Institute of Management and Labor Relations
Rutgers University
New Brunswick, New Jersey 08903

National Association of College and University Attorneys
One Dupont Circle, N.W., Suite 650
Washington, D. C. 20036

National Association of College and University Business Officers
One Dupont Circle, N.W., Suite 510
Washington, D. C. 20036

National Association of State Universities and Land Grant Colleges
One Dupont Circle, N.W.
Washington, D. C. 20036

National Center for Education Statistics
U.S. Department of Health, Education, and Welfare
Education Division
Washington, D. C. 20202

National Education Association
1201 16th Street, N.W.
Washington, D. C. 20036

National Labor Relations Board
Division of Information, Rm. 710
1717 Pennsylvania Avenue, N.W.
Washington, D. C. 20570

National Organization on Legal Problems of Education
825 Western Avenue
Topeka, Kansas 66606

Project on the Status and Education of Women
1818 R Street, N. W.
Washington, D. C. 20009

Public Employment Relations Boards
see State Department

Society of Professionals in Dispute Resolution
1730 Rhode Island Avenue, N. W.
Suite 509
Washington, D. C. 20036

Teachers Insurance & Annuity Association
730 Third Avenue
New York, New York 10017

United States Department of Labor
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441 G Street, N.W., Suite 2121
Washington, D. C. 20212

United States Department of Labor
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200 Constitution Avenue, N.W.
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PART VI

ACRONYMS AND ABBREVIATIONS

ACRONYMS AND ABBREVIATIONS

AAA - American Arbitration Association
AAHE - American Association for Higher Education
AAJC - American Association of Junior Colleges
AARN - Alberta Association of Registered Nurses
AAUP - American Association of University Professors
ABA - American Bar Association
ACE - American Council on Education
ACRL - Association of College & Research Libraries
AFGE - American Federation of Government Employees
AFL-CIO - American Federation of Labor - Congress of Industrial Organizations
AFSCME - American Federation of State, County and Municipal Employees
AFT - American Federation of Teachers
AHA - American Hospital Association
ALMA - Association of Labor Mediation Agencies
AMA - American Management Association
ANA - American Nurses Association
AORN - Association of Operating Room Nurses
AUCC - Association of Universities and Colleges of Canada
BCTF - British Columbia Teachers Federation
BLS - Bureau of Labor Statistics
BNA - Bureau of National Affairs
BRAIN - Baruch Retrieval of Automated Information for Negotiations
CAUT - Canadian Association of University Teachers
CCHE - Carnegie Commission on Higher Education
CPI - Consumer Price Index
CSC - Civil Service Commission
ECS - Education Commission of the States
EEOC - Equal Employment Opportunity Commission
ERB - Employment Relations Board (Preceded by state's initials)
ERIC - Educational Resources Information Center
FEP - Fair Employment Practice
FLRC - Federal Labor Relations Council
FMCS - Federal Mediation and Conciliation Service
GERR - Government Employee Relations Report
LA - Labor Arbitration and Dispute Settlements (BNA)
LAIRS - Labor Agreement Information Retrieval System (Civil Service Commission)
LMRA - Labor Management Relations Act
LMRS - Labor Management Relations Service
LRR - Labor Relations Reporter (BNA)
NAA - National Academy of Arbitrators
NACUA - National Association of College and University Attorneys
NACUBO - National Association of College and University Business Officers
NCSCBHEP - National Center for the Study of Collective Bargaining in Higher Education and the Professions
NEA - National Education Association
NLRA - National Labor Relations Act
NLRB - National Labor Relations Board
OER - Office of Employee Relations
OFCC - Office of Federal Contract Compliance
OPEIU - Office and Professional Employees International Union
OSHA - Occupational Safety and Health Administration
PERB - Public Employment Relations Board
PERC - Public Employment Relations Commission

SFLRP - Society of Federal Labor Relations Professionals
SPIDR - Society of Professionals in Dispute Resolution
UFCT - United Federation of College Teachers
UFT - United Federation of Teachers

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